



Ordinance No. 2016-048

City of Minneapolis

File No. 16-00549

By Glidden

Amending Article VIII, Section 8.5 of the Minneapolis City Charter relating to Officers and Other Employees: Classified Service, by replacing the requirement that only the first three applicants can be certified for the eligibility register with a provision allowing the Council to establish modern procedures by ordinance.

The City Council of the City of Minneapolis do ordain as follows:

Section 1. That Article VIII, §8.5 (d) of the Minneapolis City Charter be amended to read as follows:

§8.5 Classified Service

(d) **Employment.**

(1) **Application register.** Each applicant on the application register is entitled to notice of each examination for a job for which he or she has applied and qualified.

(2) **Eligibility register.** ~~Except as otherwise provided by law~~ Notwithstanding any special law on this subject:

(A) each vacancy in the classified service is filled from the eligibility register; and

(B) ~~the Commission must certify the first three eligible applicants standing highest on the eligibility register, unless a board, commission, department, or officer is filling more than one vacancy from the same list, in which case the Commission must certify one additional applicant for each additional vacancy~~ the City Council and the Minneapolis Park & Recreation Board each may by ordinance establish a selection process for certifying eligible applicants on the eligibility register.

(3) **Service register.** The City must pay an employee in the classified service only for the time and at the rate that the service register shows his or her employment.

(4) **Tenure.** After a probationary period that begins upon hiring, an employee in the classified service may be disciplined or discharged only as this charter, the Commission's rules, or any other applicable law or agreement provides.

(A) **Probation.** The probationary period is established—

(1) by the applicable collective-bargaining agreement or other contract between the City and the bargaining unit or employee; or, if there is no such contract,

(2) by ordinance; or, if there is no applicable contract or ordinance,

(3) by a rule that the Commission adopts.

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(B) **Discharge.** No employee in the classified service, having completed the probationary period, may be discharged except for just cause after—

- (1) written notice of the cause for dismissal;
 - (2) a hearing before the Commission, or an officer or board that the Commission designates; and
 - (3) a finding by the hearing authority that the evidence supports the cause charged and warrants dismissal.
- (C) **Suspension.** A supervisor may, without regard to this article VIII's other provisions, discipline a subordinate employee by means of a suspension for up to 30 days.

Notice: 4/15/2016 Intro. & 1st Reading: 4/29/2016 Committee: COW
Public Hearing: 7/20/2016 2nd Reading & Passage: 7/22/2016 Publication: JUL 30 2016

RECORD OF COUNCIL VOTE				
MEMBER	AYE	NAY	ABSTAIN	ABSENT
REICH	X			
GORDON	X			
FREY	X			
B. JOHNSON	X			
YANG	X			
WARSAME	X			
GOODMAN	X			
GLIDDEN	X			
CANO	X			
BENDER	X			
QUINCY	X			
A. JOHNSON	X			
PALMISANO	X			
DATE:	JUL 22 2016			

☒ APPROVED

☐ VETOED


MAYOR HODGES

JUL 26 2016

DATE

Certified an official action of the City Council

ATTEST:


CITY CLERK

Presented to the Mayor:

JUL 22 2016

Received from the Mayor:

JUL 27 2016



Council Action

City of Minneapolis

File No. 16-00549

The Minneapolis City Council hereby directs the Human Resources Department to review its processes to assure valid and reliable civil service tests and exams and to identify opportunities for enhanced resources and oversight in this area.

The Human Resources Department is further directed to recommend to the City Council an ordinance prescribing selection procedures that reflect, among other matters, that the Human Resources Department will:

1. Establish, implement, and oversee merit-based procedures to access high-quality candidates that address the goals and needs of the City of Minneapolis;
2. Determine and create an eligibility pool of candidates to be used in selecting new hires;
3. Confer with labor on principles used in creating an eligibility pool of candidates for the promotion of represented employees; and
4. Confer with labor to mitigate potential impacts on collective bargaining.

Committee: cow Public Hearing: 7/20/2016 Publication: JUL 30 2016

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GORDON	X			
FREY	X			
B. JOHNSON	X			
YANG	X			
WARSAME	X			
GOODMAN	X			
GLIDDEN	X			
CANO	X			
BENDER	X			
QUINCY	X			
A. JOHNSON	X			
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[Signature]
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